

Human Resources

Budget Message

FY 2001/02 and 2002/03

The **Human Resources Department** strives to initiate and facilitate strategies for building a workforce that supports and enhances organizational objectives.

Training and educating the County's workforce is a key element in providing quality services to our citizenry.

FY 2000/01 accomplishments include:

- Human Resources reorganized in response to an internal management study to provide better service without increasing headcount or resources.
- Participated in negotiating the 2-year contract with Seminole County firefighters, Local 3254, International Association of Firefighters.
- Initiated a countywide strategic plan to provide global goals and direction for county staff.
- Developed a compensation plan that addresses market competition and rewards performance.

The Department's two-year budget highlights include:

- Developing and implementing a countywide training initiative, reducing outside training costs and providing targeted, internal, customized training programs.
- Initiating new recruitment strategies to reduce advertising expense by utilizing electronic advertising verses print, while increasing the number of qualified applicants.
- Communicating and administering changes initiated by the Florida Retirement System to affected employees.
- Implementing a compensation plan that provides internal and external equity while rewarding good performers.